



Steven L. Beshear
Governor

PERSONNEL CABINET

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Nikki R. Jackson
Secretary

July 14, 2010

Hon. Cecil Dunn
Chairman
Kentucky Personnel Board
28 Fountain Place
Frankfort, Kentucky 40601

RE: 101 KAR 5:015E. Furloughs.

Dear Mr. Dunn:

Thank you for the Board's quick review and acceptance of the Personnel Cabinet's proposed Emergency Regulation, 101 KAR 5:015E.

Additionally, your thoughtful feedback after the review of this regulation is much appreciated. As stated in the July 9th meeting, we consider the Board's role crucial in emphasizing to employee's the high value that is placed on not only the vital services they provide, but also the value placed on them as individuals.

In response to your comments:

- 1) As you have properly noted, this regulation is based upon the House Bill 1 language, which is only effective for the next biennium (Fiscal Years 2011 and 2012). If the following budget bill does not provide for similar furlough language, this regulation will either be repealed or will be amended as appropriate.
- 2) Ensuring proper notice to the public of the state-wide shutdowns is of the highest concern. The administration will provide advance notice of these shutdowns in a broad manner, similar to the way a shutdown of government for state or federal holidays is addressed. This will include public service announcements, website, newspaper and other media announcements, and additional reminders designed to broadly disseminate the message across the state.
- 3) As for the three (3) "non-designated" or "discretionary" days, we agree that maximizing savings is the primary goal. The decision on the mandatory dates was based upon the ability to maximize savings on days that would have the least impact on services



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provided to the public. This is the same exercise Cabinets will do on the non-designated days, and as you have pointed out, savings will likely be maximized if additional costs beyond a reduction in employee hours are also achieved. Per the regulatory requirements, each Cabinet must also consider whether it is an option on the non-designated furlough days to completely close down a Cabinet or individual facility to save overhead costs and provide a statement on this information in the submitted Furlough Plan.

Again, thank you for your time and attention to this very important matter. As always, if you have any questions on this topic or wish to discuss any other issue which impacts our state employees, feel free to contact me at any time.

Sincerely,

A handwritten signature in black ink, appearing to read "N. Jackson", written over the word "Sincerely,".

Nikki Jackson
Secretary

CC: Hon. Mark Sipek, Executive Director, Personnel Board